



The Army ACQUISITION & TECHNOLOGY WORKFORCE

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Volume 4, Number 4

The Army Acquisition & Technology Workforce Newsletter is an online publication for the U.S. Army Acquisition and Technology Workforce printed by the Acquisition Support Center. It is available on the AAC home page at <http://dacm.rdaia.army.mil>.

From the Desk of COL Fuller

Summer is here—a time for friends, family, and a little R&R. I hope you have a chance to enjoy yourselves. This is so important, especially in these times of continuous change. Change is something we're living with on a regular basis at the Acquisition Support Center (ASC). Positive change. We're still entrenched in the reorganization process and are moving our offices to Fort Belvoir, VA. This move underscores the recent consolidation of the Acquisition Career Management Office, the Contracting and Acquisition Career Program Office (CP-14), the Army Acquisition Executive Support Agency, and the U.S. Army Logistics Management Proponency Office. Now, not only are we together organizationally, but soon we will be co-located as well. Our objective is to improve communication and coordination, enabling us to better serve your needs and ultimately the needs of the soldier in the field.

With reorganization and consolidation comes sacrifice. As we are striving to do things more efficiently, budgets must be reevaluated. This newsletter is a good example. From our recent survey, we know that more than 74% of you are regular readers of this publication. That is a good number, and we would like to see it increased. This is an important publication because it provides you with timely information you need to effectively manage your career. Although the majority of readers view this newsletter in hard copy format, we have decided to provide it to you online only through the Army Acquisition Corps (AAC) home page. I believe this is one small step toward managing our resources better. The AAC home page is easily accessible to every Acquisition and Technology Workforce (A&TWF) member, and the majority of survey respondents indicated they would continue to read the newsletter if it is available online only. We conducted the newsletter survey specifically to determine this so we could find a way to continue to provide you with the information you need and want at a more efficient cost. For a more detailed look at the newsletter survey results, please refer to the article posted on the AAC home page at <http://dacm.rdaia.army.mil>. I encourage each of you to visit the home page regularly to keep up with *The A&TWF Newsletter* and other critical career development information.

That said, scroll through these pages and read about what's happening in your region this summer, an update on the Acquisition Career Experience (ACE) Program (including recent selectees), a distance learning pilot program for the U.S. Army Reserves in Europe (USAREUR), and details on the upcoming Association of the U.S. Army (AUSA) Annual Meeting and AAC Ball. This is still your newsletter. Keep the feedback and ideas coming. Make it a point to log onto the AAC home page and read it. Tell your colleagues to do the same. And remember, the key element of our mission as an organization is you, the acquisition professional. That is where our focus has been, is, and will continue to be.

Mary Fuller
Colonel, SC
Director
Acquisition Support Center

Regional Focus—*National Capital and Central Regions*

Kudos to ...

Two Chosen for NATO Course

Congratulations to **Kenneth Insko**, **Randal Loiland**, and **Jeffrey Taylor** (alternate), Soldier and Biological Chemical Command, Aberdeen Proving Ground, MD, for being selected to attend the NATO Weapon Systems Management Course in Ottobrunn, Germany, this September.

Summer Happenings at the NCR CSO

Submitted by Anne Galway
NCR Acquisition Career Assistant

Summer is a busy season for the National Capital Region (NCR) Customer Support Office (CSO). Staff are making onsite visits to organizations serviced by our CSO, helping Acquisition Career Experience (ACE) students in their summer acquisition experiences, working towards the final fiscal year 2003 (FY03) Acquisition Tuition Assistance Program Selection Board, assisting the workforce in a myriad of ways, and finally, working on our own certification requirements. The most important thing that we continue to do, however, is to assist you, the individual workforce member.

In a continuing effort to ensure that the acquisition workforce is both well informed and well educated, the NCR CSO has developed a new look for our home page, which is filled with a wealth of career management information. Please visit the NCR home page often at http://dacm.rdaisa.army.mil/ncr_region/index.htm to learn more about the services and programs we offer along with happenings of interest in our region. The home page has comprehensive information on the Acquisition Career Record Brief; Individual Development Plan; certification; Corps Eligible status; Army Acquisition Corps; Army Education, Training and Experience Catalog; Army Tuition Assistance Program; various boards; and Senior Rater Potential Evaluations. Along with policies, procedures, and applications, you will find maps to locate our office, upcoming regional training offerings, and a host of other helpful information.

The Army Acquisition Support Center (ASC) NCR CSO will sponsor a workshop entitled "The World of a Program Manager (PM) and How to Become One" from 8:00 a.m. to 4:15 p.m. on Tuesday, Aug. 27, 2002, at the Howell Auditorium at the Defense Systems Management College, Fort Belvoir, VA. This workshop will offer some insight to the world of a PM and address the myths and misconceptions of civilian selections. The day will feature information on the actual PM Selection Board process as well as guest speakers who will provide insights on becoming and serving as a program manager. Former and current PMs will be on hand to talk about the challenges and rewards of being a PM. In addition, Acquisition Career Managers (ACMs) will be available to meet personally with interested A&TWF members one-on-one on Aug. 28–29 to review board packages and provide assistance in preparing for the board process. Sign up sheets for these sessions, which will be held from 12:30 to 3:30 p.m. at the Civilian Personnel Advisory Center, Building 320, Room 140, will be available in the rear of the Howell Auditorium on Aug. 27. Take advantage of this opportunity! For more information please visit the AAC homepage at <http://dacm.rdaisa.army.mil> or contact Eileen Reichler at (703) 805-1048, DSN 655-1048, Eileen.Reichler@aaesa.belvoir.army.mil.

In the midst of our busy summer schedule serving the needs of the NCR acquisition workforce members, the NCR CSO will be moving to a new location at Fort Belvoir. The move is scheduled sometime in late summer. The NCR staff will retain their e-mail addresses, but all phone and fax numbers will change (look for announcements on new numbers).

Finally, if your organization would like the NCR CSO team to make an onsite visit to your organization to address workforce issues and conduct individual career management counseling sessions, please contact Anne Galway at (703) 805-1069, DSN 655-1069, Anne.Galway@aaesa.belvoir.army.mil.

All of us at the NCR CSO hope you are having a happy and safe summer!

Regional Focus—Southern and Western Regions

Kudos to ...

Congratulations to **Jess Granone**, Director of the Space and Missile Defense Technical Center in Huntsville, AL, for receiving the Wernher von Braun Astronautics Engineer Award for lifetime achievement in space and missile defense. The Huntsville Chapter of the National Space Club presented the award to Jess in April at the Wernher von Braun Memorial Celebration banquet held in conjunction with the Technological Excellence in Aviation, Missiles and Space 2002 conference. The Space Club presents the award for efforts in space development and exploration. Past winners include the teams who developed the Hubble Space Telescope and the Super Lightweight External Tank for the space shuttle. Dr. Wernher von Braun served as the first director of the Marshall Space Flight Center from 1960 to 1970 and is most noted for directing the development of the giant Saturn V rocket that carried U.S. Apollo astronauts to the moon.

Jess Granone on 16 successful years with the Space and Missile Defense Command: "I am proud of the history of the Space and Missile Defense Command technology. The Ground-based Midcourse Defense, Theater High Altitude Air Defense, PAC-3, and Ground-based Radar all came out of here. These are our successes. If we cannot hand off technology and have it developed for use in the field, we do not have success." Excerpted from an article by Debra Valine in The Eagle newspaper (Space and Missile Defense Command).

Cathy Bickley, operations research analyst, PEO Tactical Missiles, and **Barry Bullington**, System Studies & Simulation Inc. (support contractor), Precision Fires Rocket and Missile Systems Project Office, Aviation and Missile Command, Huntsville, AL, recently received a 2002 Simulation and Modeling for Acquisition, Requirements and Training Award for their



Cathy Bickley and Barry Bullington, creators of the Decision Support Tool.

work in crafting a software package called the Decision Support Tool (DST). The DST models the coordination of dependent systems during production, fielding, and life cycle support. The tool integrates systems into a single model, allowing for the impact assessment of funding decisions throughout a family of systems, optimizing the allocation of scarce resources. Cathy and Barry developed the tool specifically to address the needs of their customer, Army Tactical Missile System—Brilliant Anti-Armor Block II Product Manager, Lt. COL Bill Breffellb. "DST provides the systemic analysis and insight that is key to the success of any program," says Lt. COL Breffellb. "DST provides quality, 'driver-designated' data which is timely and can be interpreted quickly to influence key decisions." Excerpted from an article by Dan O'Boyle in the Redstone Rocket newspaper (Redstone Arsenal).

Bob Yanulavich, general engineer, Precision Fires Rocket and Missile Systems, was recently presented the Department of the Army Suggester of the Year Award from Secretary of the Army Thomas E. White. Bob suggested that vacated buildings in the Thiokol area at Redstone Arsenal be renovated for assembly, test, and integration work on the Brilliant Anti-Armor Submunition and Army Tactical Missile System Payload programs. His suggestion has resulted in significant reduced labor rates and overhead costs. Excerpted from the Redstone Rocket newspaper (Redstone Arsenal).

Congratulations to **Dante Emanuel**, contracting officer, **Hanford Jones**, lead contract specialist, and **Sharon Sapp**, contract specialist, Acquisition Center, Aviation and Missile Command, Huntsville, AL, for winning the Contract Professional of the Quarter Award for the second quarter of this year. This team award was presented to all three for their work on the Sentinel Contractor Delivery System (CDS). The purpose of the CDS is to provide affordable readiness support for the Short Range Air Defense System through a partnership between the Sentinel Product Office, the Department of Defense

Kudos to ..., continued on page 4



Left to right: COL Scott Wilson, Deputy Director of the Acquisition Center, Aviation and Missile Command, presents the Contract Professional of the Quarter Award to Dante Emanuel, Hanford Jones, and Sharon Sapp.

Regional Focus—Southern and Western Regions

Kudos to ..., continued from page 3

Depot System, Air Defense Units, and the defense contractor. Dante, Hanford, and Sharon were recognized for their participation on the Integrated Process Team that worked on the contracting approach for the CDS and for the trust, honesty, empowerment, and teamwork they demonstrated.



Harold Kershaw

At a recent U.S. Army Materiel Command (AMC) conference in Gulfport, MS, **Harold Kershaw, MAJ Scott Dolloff, and Michael Farrell** received the 2001 Frank S. Besson Award for Procurement Excellence. Harold, a price analyst and contract pricing advisor for the Office of the Program Manager, Saudi Arabian National Guard Modernization in Riyadh, won in the civilian careerist category. Harold was recognized for developing the first cost evaluation model and software for use by the Saudi Arabian National Guard to streamline the cost evaluation process and provide a database for proposal evaluations. Scott (winner in the military officer category) was honored for his expertise and aggressive leadership in the development of the requirements package and solicitation for the Army Airborne Command and Control System source selection on behalf of the

AMC Acquisition Center at Redstone Arsenal. Of special note were his writing, staffing, and approval processing of both the acquisition plan and source selection plan. Michael (winner in the intern category) was commended for his work as an acquisition intern for the U.S. Army Communications-Electronics Command (CECOM), Fort Monmouth, NJ. Of specific note were his ability to work at levels beyond those expected of an intern and his extensive market research ability and efforts to timely solicit, negotiate, and execute sole source task orders. Sallie Flavin, Assistant Deputy Chief of Staff for Research, Development and Acquisition, presided over the ceremony recognizing the winners of the award. The Besson award was established in honor of GEN Frank S. Besson, the first AMC Commander, and his lifelong achievements in acquisition. The award recognizes individual excellence in the AMC contracting workforce. Selection is based on demonstrated technical expertise and development and implementation of innovative procurement-related processes in support of the AMC's mission.



Michael Farrell



MAJ Scott Dolloff

Daniel Moreno, an electronics engineer at the National Range Directorate, White Sands Missile Range (WSMR), NM, was awarded the WSMR 2001 Civilian Employee of the Year Engineer/Scientist Award in March. Daniel is the senior technical expert and team leader on flight termination system design, qualification, certification, and day-of-test operations for a variety of major weapons systems testing at WSMR. He was recognized specifically for his outstanding contributions to WSMR test and evaluation programs and personnel. His efforts to field qualified, reliable flight termination systems and maintain state-of-the-art expertise in all facets of flight termination system design and testing have resulted in substantial savings to test customers, improvements in product design and quality for receiver manufacturers, and have enhanced the reputation of the WSMR as a premier test range. *Excerpted from an article by Miriam Rodriguez in the Missile Ranger newspaper (WSMR).*

The Roving Sands Kill Assessment Instrumentation Team—Ernesto Balizan, William Demouche, David Himelright, Ramon Lozano, Dale McLaughlin, Peter Mellick, Antonio Palomino, Ruben Perez, Donald Sammon, Jeffrey Westfall, William Gilbert, James Marshall, Earl O'Neal, Ernest Rodriguez, Tom Wuerschmidt, Richard Wyman, and Juan Orozco—was awarded the WSMR 2001 Civilian Employee of the Year Team Award in March. The Roving Sands Kill Assessment Instrumentation Team was recognized for its accomplishments in the design, development, and support of the Roving Sands 2001 training exercise with the Kill Assessment by Information Composition system, complementary sensors, and communications systems. The team's efforts led to the successful collection and analysis of critical data that had never before been accomplished. By integrating traditional operational test and training methodologies with innovative real-time kill adjudication, the team has set the precedence for future tests. *Excerpted from an article by Miriam Rodriguez in the Missile Ranger newspaper (WSMR).*

Congratulations to **Colleen Burns**, Director of Contracting, Training and Doctrine Command, Fort Bliss, TX, for receiving the Association of the U.S. Army Omar Bradley Chapter Installation Manager of the Year Award. Colleen was recognized for her leadership capabilities, career program management, small business specialist duties, and her efforts in the development and mentoring of employees. This award seeks to recognize demonstrated soldierly attributes as exemplified by the career of General of the Army Omar N. Bradley. "The Soldier's General," as he was called, is particularly remembered for his high regard and affection for soldiers.

Regional Focus—Southern and Western Regions

Southern Region Shares Leadership Training

Submitted by **Bonnie Stewart**
Southern Region Acquisition Career Manager

In April and May, the Southern Region opened up its popular Regional Training Program, Leadership for Critical Times—Mission to the STARS (Scientific Task Force of Americans Residing in Space), to 14 workforce members from the Northeast and Western Regions. “We were happy to be able to share this exciting experience with two other regions,” says **Maxine Maples-Kilgore**, Southern and Western Regional Director for Acquisition Career Management. The Northeast and Western Regions’ participants joined 50 Southern Region attendees for the course at the Space and Rocket Center in Huntsville.

Leadership for Critical Times integrates the excitement of our nation’s space program with professional development training to promote leadership and teamwork. This two-day seminar challenges participants to plan and execute a simulated rescue of a STARS team. The simulation requires participants to work together in teams and to change behaviors and processes just as NASA teams do. This program embraces the A&TWF leadership competencies of human resource management, problem solving, resilience, accountability, decisiveness, interpersonal skills, and oral communication.

Rave Reviews from STARS Participants:

- “What a super experience. Learning to deal with problems in a team environment should be a training experience for everyone and is a vital part of effective acquisition leadership.”
- “I enjoyed the training at Space and Rocket Center. Everything about it was so well planned and well executed. I plan to participate in future acquisition regional training.”
- “Not only was the course informative, but also it was FUN!”
- “I thoroughly enjoyed the Mission to the STARS training. It was an experience I’ll never forget. It’s hard to believe that in the midst of all the fun, the instructors were able to ensure we knew how to transfer our experiences back to our jobs.”
- “Every aspect of this course had a positive value.”



STARS “stars” in astronaut garb, left to right: Kathleen Cole, Sharon Senecal, Jack VanKirk, Maxine Maples-Kilgore, Dr. Bonnie Jackson, and Dr. Walt Childress.

Regional Focus—Northeast and Central Regions

Staff Highlights

The Northeast (NE)/Central Regions Welcome New Employees

Cathey Holley is the new Career Management Support Specialist at the Acquisition Support Center (ASC)-Central Region. She started in this position July 29 via a developmental assignment. She was most recently a procurement technician at the Installation Support Group. Cathy is currently attending Davenport University in Grand Rapids, MI, pursuing her bachelor's degree in business. You can contact Cathy at (586) 574-6276, DSN 786-6276, HolleyC@tacom.army.mil.

Ivalou "Ivy" Meyer-Mellow will be the new Career Management Support Specialist (CMSS) at ASC-Picatinny beginning August 11. Ivy can be reached at (973) 724-6139, DSN 880-6139, IMeyer@pica.army.mil.

Allison Rubman, the new administrative assistant for the ASC-NE Region Office, starts August 18. Allison is working towards a degree in communications at Monmouth University. She is replacing **Diane Wizimirski** who is leaving to complete her undergraduate studies at the University of Delaware. Best of luck, Diane and Allison! Allison can be reached at 732-532-4220, DSN 992-4220.



Cathy Holley, ASC-Central Region Career Management Support Specialist.

Meet Larry Nolan, Certifying Official

Submitted by Jim McCarthy
NE Region Acquisition Career Manager

This is the first in a series of articles that will introduce you to key players in the NE/Central Regions who can assist you with your acquisition career management. A&TWF certifying officials play a critical role in recognizing and documenting the credentials and accomplishments of workforce members. As the recognized functional experts and leaders in their respective acquisition career fields, the Army's estimated 170 designated certifying officials are responsible for approving certification requests at Levels I, II, and III or as specified by Functional Chief Representatives. Certifying officials are senior acquisition professionals with a high degree of acquisition experience, education, and training. They are usually members of the AAC and are, at a minimum, Level III certified. Many possess certification in multiple career fields.

Larry Nolan is an Acquisition Logistics certifying official for the NE/Central Regions. He currently serves as the Director, Logistics and Engineering Operations for the Communications-Electronics Command (CECOM), where he is responsible for managing staff level functions in the CECOM Logistics and Readiness Center for engineering, supply, acquisition, transportation, logistics, and customer support. He also manages the CECOM Army Working Capital Fund and Depot Level Repairable programs. In addition, Larry is also a Naval Reserve intelligence officer with the current rank of commander. He has experience in signals intelligence, human intelligence, and imagery intelligence. He is currently assigned to a Joint Forces Intelligence Command reserve unit at Fort Dix, NJ. Larry joined the AAC in 1995. He is certified in the Acquisition Logistics and Systems Planning and Research, Development, and Engineering acquisition career fields.

Over the past year, Larry has diligently reviewed over 120 requests for certification in Acquisition Logistics. He is known for his serious, ethical, and thorough approach in reviewing requests for certification. Employees have recognized Larry's willingness to provide senior career management counseling and a complete explanation regarding decisions relating to their Acquisition Logistics certification requests.

Larry believes that it is important for A&TWF members to pursue certification. "Acquisition certification identifies those that are serious about improving Army acquisition and provides tangible evidence of the education and training a workforce member has received." He also believes that certification provides something extra for those that want to be considered for special assignments or promotion. Larry offers the following comments regarding the role and

Larry Nolan, continued on page 7

Regional Focus—*Northeast and Central Regions*

Larry Nolan, continued from page 6

challenges of the Army logistician: "It is a very exciting time to be a logistician in the Army. There are many initiatives to continuously improve business processes. Information technology is one of the biggest drivers impacting logistics in the Army. This means that Army logisticians will be required to continuously expand their capabilities and have opportunities to work on some of the newest technology."

Larry is a true example of a manager who is committed to supporting the AAC's vision to develop highly competent and innovative leaders who can provide the best solutions for an agile, versatile, and lethal Army in the field. Join us in applauding Larry's accomplishments and his demonstrated leadership and commitment to supporting the Acquisition Logistics career field by serving as a certifying official!

For a listing of the current certification standards, please visit the Defense Acquisition University web site at <http://www.dau.mil>.



"Logistics is a very broad functional area with many diverse sub-elements. It is important to continuously learn and expand your experience in many of the sub-elements and different organizations. It takes a great deal of knowledge, training, and experience to understand how the diverse elements of logistics are integrated within the Army. The AAC offers tremendous educational, training, and developmental experience opportunities that are available for you. Take every opportunity you have to grow and expand your experience."

—Larry Nolan, certifying official.

ASC Staff Visit Warren

On May 21, the Tank-Automotive and Armaments Command PEOs Combat Support and Combat Service Support (PEO CS&CSS) and Ground Combat Systems (PEO GCS) hosted a visit from ASC Director **COL Mary Fuller**. Training Officer **Randy Williams**, Proponency Officer **Maria Holmes**, and ACM **Gloria King** from PERSCOM joined COL Fuller. The visiting team met with Deputy Program Executive for PEO CS&CSS **Randal Gaereminck** and briefed local A&TWF members on current ASC programs including Defense Acquisition University training; Acquisition Education, Training and Experience opportunities; AAC membership; Corps Eligible status; the Competitive Development Group; and updates to the Acquisition Career Record Brief policy. The visiting team met with local Competitive Development Group participants past and present to discuss issues related to leadership positions within program management offices and the Department of the Army in general. Special thanks to **Michele Hollingsworth** and local ACM **Bob Sivalelli** for coordinating the visit and related activities.

NE/Central Region A&TWF Briefings and Roadshows—

If your organization is seeking customized A&TWF briefings, please contact your NE/Central Region ACM.

Regional Focus—*Northeast and Central Regions*

Training

Meeting the Business Hour Requirement for CE Status and AAC Membership

Submitted by Ellen Elgart

NE Region Acquisition Career Manager

So you need more business credits to be Corps Eligible? How can you get them fast? Try the Defense Activity for Non-Traditional Education Support (DANTES). You may have the opportunity to take the DANTES test sponsored by the College Level Examination Program and DANTES Subject Standardized Tests through the College Board and the Educational Testing service (ETS). Pick the test that best suits you:

DSST 525 – Principles of Financial Accounting (three accounting credits)

DSST 524 – Principles of Finance (three business finance credits)

CLEP 036 – Principles of Macroeconomics (three economics credits)

CLEP 037 – Principles of Microeconomics (three economics credits)

DSST 534 – Business Law II (three law credits)

CLEP 023 – Principles of Marketing (three marketing credits)

DSST 530 – Personnel/Human Resources (three organization and management credits)

DSST 531 – Organization Behavior (three management credits)

DSST 450 – Principles of Statistics (three quantitative methods credits)

Go at your own pace. A passing score on an examination qualifies for three college semester credit hours that can be used toward the AAC education standard. For more information, visit the Defense Acquisition University web site at <http://www.dau.mil/learning/learning%2Dcolcred%5Fexam.htm> or contact your installation's DANTES test control officer. At Fort Monmouth, the DANTES test control officer is Ella Floyd at (732) 532-6043, Ella.Floyd@mail1.monmouth.army.mil. For additional information on Corps Eligible status and/or AAC membership, please contact your ACM.

Employees Laugh Their Way Through Regional Training

Submitted by Diane Nyren

NE Region Acquisition Career Manager

In May at the U.S. Army Soldier Systems Center in Natick, MA, the Acquisition Support Center-NE Region-sponsored regional training program hosted "Reducing Stress in the Workplace" with international stress management and humor consultant **Loretta LaRoche**.

Loretta is a well-recognized TV personality on PBS and best selling author. Her books include "Relax, You May Only Have a Few Minutes Left" and "Life is Not a Stress Rehearsal." Organizations worldwide use Loretta's prescription for laughter to manage stress in the workplace and improve morale. The seminar drew a crowd of more than 300 employees and resulted in positive feedback. As one employee commented, the course "... provided training that most of us need on viewing problems from the proper perspective." Loretta humorously taught participants that a great deal of stresses in life and the workplace are self-induced—it's all in how we look at it. Her theory is that we should take our jobs seriously, but ourselves lightly! Loretta believes that we need to be more compassionate to those around us rather than jumping into unnecessary conflict with each other. Her hilarious anecdotes and practical exercises demonstrated the power of humor to overcome stress in everyday life. The seminar was entertaining and conveyed a very powerful message which couldn't have come at a better time given the additional stresses since September 11. It was an opportunity to truly relax and lighten up on ourselves—and others.



LTC Charles Dean and Loretta LaRoche.

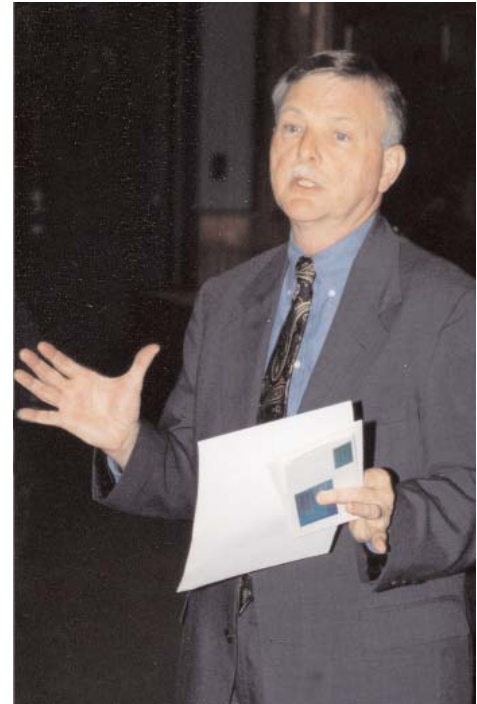
Regional Focus—Northeast and Central Regions

NPS Representative Visits Fort Monmouth

Submitted by **Jim McCarthy**
NE Region Acquisition Career Manager

In March, **Dr. David Lamm** of the Naval Postgraduate School (NPS) briefed the acquisition workforce at Fort Monmouth, NJ, on the master of science curricula in program management (MSPM) and contract management (MSCM) available to A&TWF members through distance learning. Dr. Lamm also provided information on the Advanced Acquisition Program, which provides A&TWF members a graduate-level education resource for achieving the training required for Level III certification in Program Management with no student travel.

During Dr. Lamm's briefing, recent CECOM NPS graduates including **Jeffrey Bongard** (CECOM Office of the Deputy Chief of Staff for Resource Management) and **Joseph DiGiacomo** (CECOM Acquisition Center) provided perspectives regarding their experiences while participating in graduate-level master's degree programs offered locally through NPS. During his visit, Dr. Lamm also provided one-on-one counseling sessions to current and prospective applicants. The ASC-NE/Central Regions, in partnership with CECOM and the PEOs Intelligence, Electronic Warfare and Sensors and Command, Control and Communications Tactical, have sponsored the MSPM and MSCM programs at Fort Monmouth for the past three years. Beginning in FY03, the NE/Central Regions also plan to sponsor the master's program in other locations including Picatinny Arsenal, NJ; Natick Labs, MA; and Warren, MI. These programs are unique because they offer participants the opportunity to earn a master's degree while helping them meet the statutory business credits required for AAC membership. Completion of the MSPM and MSCM programs also helps individuals fulfill the mandatory training required for certification in one or more acquisition career fields.



Dr. David Lamm, NPS.

Kudos to the DRAS Team

Congratulations to the **Dual Row Airdrop (DRAS) Team**, winner of the annual Soldier Systems Center/Research, Development and Acquisition Enterprise Award. This award recognizes the best of the best in the command. The DRAS Team includes **MAJ Joel Rieman, MAJ Mike Zarbo, CPT John Cash, Gregg Gildea** (team leader), **Bruce Bonaceto, Nina Shopalovich, Laura Maclean, Don Sheldon, Martin Neises, Elaine Scarnici, Mike Winn, Dennis Crocket, Robert Pitts, John Doucett, Dwayne Adkins, Dave Roy**, and the ASC's own **Diane Nyren**. DRAS will provide a dramatic reduction in the quantity of C-17s needed to deploy the Strategic Brigade Airdrop (by approximately 20 aircraft) and will reduce the Strategic Brigade Airdrop tactical insertion time by 10 percent. DRAS will result in a substantial decrease in vulnerability and increase in mission effectiveness for the critical national deterrent Early Entry Force.

Ponder This ...

"Machines don't fight wars. Terrain doesn't fight wars. Humans fight wars. You must get into the mind of humans. That's where the battles are won."

—The late COL John Boyd, USAF (ret)

Meet the 2002 ACE Students

It is our privilege to congratulate the following students who were accepted into the summer 2002 Acquisition Career Experience (ACE) Program. These rising junior and senior college students competed for a limited number of positions and were chosen through a competitive board process. Many thanks go to all of the sponsoring organizations.

National Capital Region

Eddiong Abasi Ifon, PMO RCAS
Crystal City, VA

Katherine Boyle, PM, NV/RSTA
Fort Belvoir, VA

Andrew Chappell, DCC-W
Pentagon
Arlington, VA

Mela Johnson, PEO C3T PM Intel & Effects
Fort Belvoir, VA

Kimberly Kopaczewski, PEO EIS
PM AIT
Fort Belvoir, VA

Brandon Matarese, PEO EIS PM
TADLP
Newport News, VA

Richard McElfish, PEO EIS PM
GCSS-Army
Fort Lee, VA

Bich-Ngoc Nguyen, PEO EIS
Fort Belvoir, VA

Ndidi Nmorka, PEO EIS
Fort Belvoir, VA

Stephanie Raho, CECOM Acquisition Center, Washington
Alexandria, VA

Neil Rapalee, PMO RCAS
Tysons Corner, VA

Amber Shinskie, Directorate of Contracting
Fort Meade, MD

Clare Stewart, PEO EIS, PM SET-D
Fort Belvoir, VA

William Sullivan, PMO RCAS
Tysons Corner, VA

Bridgette Tarpley, PMO RCAS
Crystal City, VA

Heather White, PEO EIS
Fort Belvoir, VA

Aberdeen Proving Ground, MD

Jessica Cannon, U.S. Army Aberdeen Test Center

Regina Faulkner, U.S. Army Robert Morris Acquisition Center

Amanda Light, PMO, Chemical Demilitarization

Christopher Pojunas, U.S. Army Robert Morris Acquisition Center

Cory Weathers, U.S. Army Evaluation Center

Rock Island Arsenal, IL

Rachael Duncalf, Operations Support Command

Erika Nelson, Operations Support Command

Corydon Varcho, Soldier and Biological Chemical Command

Southern/Western Regions

(all serving in Huntsville, AL)

Eileen Beardsley, Acquisition Center

Misty Campbell, PM-CCMS

Erick Chomskis, PEO Aviation, PM Apache

Kimberly Edwards, PM-ACIS

Janet Foote, Acquisition Center

Jennifer Foote, PM-ACIS

Danita Fowler, AMCOM, IMMC Missiles

Amanda Gibson, PM-JTAGS

William Grubbs, PM-ACIS

Jenice Harrison, AMCOM-IMMC Aviation

Joseph Icard, PM-Aviation Systems

Bridget Largen, PEO-AMD

Tiffany McCoy, THAAD Radar

Jessica Paulk, PEO-AMD

Janelle Peterson, SMDC Contracts

R.C. Porter, THAAD Logistics

Craig Reed, SMDC Battle Lab

Kira Reed, DSCC-LTC

Matthew Rushing, SMDC Information Systems

Kerry Smith, THAAD Program Management

Quitisha Underwood, AMRDEC

Doreen Vera, PEO-AMD

Shezarae Washington, THAAD Missiles

Northeast Region

(all serving at TACOM, Warren, MI)

Aaron Bartell

Lindsay Bonino

William Bowen

Danna Delpier

John Jolokai

Michael Kerr II

Theodore Kowalski

Kati Lock

Maria Mancini

Jacqueline McKinney

Sean McWilliams

Teresa Moses

Akhtar-Ali Nasser

Matthew Safron

Michael James Satchfield

Mohammed Shamshaddin

Tera Sinclair



Help Expand the ACE Program!

Submitted by Janet Jones
NCR Acquisition Career Manager

The ACE Program is a paid, two-year academic/government joint program intended to recruit full-time undergraduate college sophomores and juniors from multi-functional academic backgrounds into the civilian acquisition career field. This program is designed to specifically and purposefully build our future Acquisition and Technology Workforce.

ACMs from all five regions (National Capital, Northeast, Central, Southern, and Western) aggressively recruited highly motivated students again this year resulting in more than 200 applications. Unfortunately, many of these students had to be turned away because the job opportunities were just not available (see the list of this year's selectees on page 10). Your organization can help remedy this situation by participating and providing financial support. Sponsoring organizations are responsible for salary and any TDY expenses. It's an all-around beneficial situation for both your organization and the student—you gain a fresh and eager support person and have the opportunity to seed the future workforce. The student gains valuable hands-on experience directly applicable to his or her studies and a first-hand look at the acquisition career field. First year ACE students normally enter the program at the GS-04 level and second year students may be promoted to the GS-05 level.

You're not alone in this program! ACMs from all regions conduct mentor workshops to help guide you through the process and share insight and lessons learned from previous years. In addition, ACMs conduct student orientations to assist the ACE students in understanding their role and responsibilities so they can provide effective support. For more information, please visit the ACE web site at <http://dacm.rdaia.army.mil/acepage/index.htm> or contact your ACM.

How Are ACE Participants Chosen?

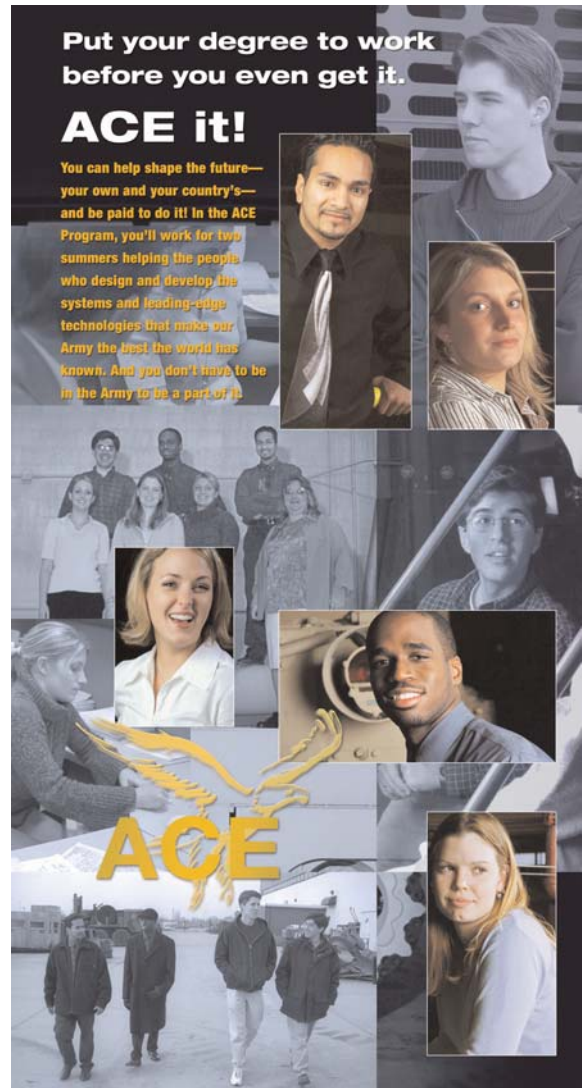
Submitted by Ronald Rapka
Group Chief, CECOM Acquisition Center
Fort Monmouth, NJ

As a member of the five-person ACE Review Board for the Northeast/Central Regions, my job was to participate in the review process for the ACE Program's third year intake of students for summer 2002. Five of us were selected for the Board from various Army activities, four civilians and one military officer. Our challenge was to develop evaluation criteria, review and rate all student application packages, identify the best qualified, and make recommendations on future ACE Selection Boards.

We developed evaluation criteria that would assist us in rating each student's application. The evaluation criteria we developed considered grade point average, past employment, leadership roles, recognition and awards, publications, and the well-roundedness of the individual.

Over the course of several days, we rated 220 student applications from colleges and universities throughout the country. Competition was fierce. Those selected for the 2002 ACE Program should be proud of themselves because only about 35 percent of the applicants were chosen.

Finally, we provided some recommendations to improve the ACE process for future ACE Selection Boards. We suggest that future boards focus on the overall well-roundedness of the applicant rather than simply looking at grade point averages. In addition to academics, applicants should emphasize volunteer, leadership, and sports activities as well as other extracurricular activities (e.g., volunteerism, church activities, academic/professional associations). Applicants should also indicate whether they are working full-time to fund his/her education. The applicants field of study should be related to A&TWF positions. And lastly, the applicant should indicate interest in multiple career fields if applicable.



Awards

In true "Academy Awards" style, the U.S. Army Contracting Command, Europe (USACCE), bestowed awards on the following employees at a special ceremony during its annual Head of Contracting Activity Conference in June at Lake Chiemsee in Southern Germany. Just like the Academy Awards, the nominees were kept in suspense until the moment the winner was announced. All nominees received either an on-the-spot cash or time off award. In addition, winners received an engraved trophy.

Special Recognition for Contracting

Marius Fara, Wiesbaden Contracting Center;
Sigrid Mayer, Regional Contracting Office (RCO),
Wuerzburg; and **Klaus Neumann**, RCO,
Grafenwoehr.

Outstanding Support to Contingency Contracting

Cheryl Jones, Wiesbaden Contracting Center
and **MAJ Jeffrey Harrington**, HQ USACCE.

Outstanding Achievement in Competition

Stanley Laber, Wiesbaden Contracting Center.
Outstanding Contracting Team/Division
Livorno Construction Contracting Team,
RCO, Vicenza and **Packing and Crating Team**,
RCO, Grafenwoehr.

Contracting Professional of the Year

Dee Cavanaugh, RCO, Vicenza (civilian);
MAJ Jaimy Rand, RCO, Seckenheim (military).

Best Contracting Office Award

RCO, Vicenza.

For more information on the USACCE, visit
<http://www.hq.usacce.army.mil>.



COL John Merkwan,
Commander,
USACCE/Principal
Assistant Responsible
for Contracting, poses
with Dee Cavanaugh,
RCO, Vicenza.



COL Merkwan with Cheryl Jones,
Wiesbaden Contracting Center.



MAJ Jaimy Rand, RCO,
Seckenheim, and COL Merkwan.



Best Office team members, RCO Vicenza.

Packard Award Winners

Congratulations to the **Joint Biological Point Detection System Integrated Product Team (JBPDS IPT)**, PEO, Chemical and Biological Defense, Aberdeen Proving Ground, MD, for receiving the prestigious David Packard Excellence in Acquisition Award for their achievements during calendar year 2001. The JBPDS provides fully automatic and rapid biological agent detection, identification, warning, and sample isolation. In October 2001, the Deputy Secretary of Defense directed deployment to key installations and within four weeks, the JBPDS was reconfigured and deployed for urban surveillance. It has proven effective, operating 24 hours a day, seven days a week, with over 99 percent operational availability. Edward C. "Pete" Aldridge, Under Secretary of Defense for Acquisition, Technology and Logistics, presented the award to the team in June during a special ceremony at the Pentagon. The David Packard Award is the highest Department of Defense (DOD) acquisition award. It recognizes teams that have made highly significant contributions that demonstrate exemplary innovation and best-acquisition practices.

Congratulations to CECOM's **Rapid Response to Critical Systems Requirement (R2CSR) Team**, Fort Monmouth, NJ, for receiving the Defense Acquisition Executive (DAE) Certificate of Achievement. This award was presented at the 2002 Army Acquisition Workshop on August 6 in Norfolk, VA, by Claude M. Bolton Jr., Assistant Secretary of the Army for Acquisition, Logistics and Technology, and Army Acquisition Executive. The R2CSR was selected because it provided DOD systems managers with an efficient and effective means of acquiring critical, near-obsolete systems items needed to sustain crucial weapons systems. The DAE Certificate of Achievement recognizes organizations, groups, and teams for exceptional contributions in reducing life-cycle costs and/or improving DOD's acquisition systems and programs.

NPS June Grads

Congratulations to the following June graduates from the NPS. All graduated with distinction (top 10 percent) with a master's of science degree in systems acquisition management.

MAJ James Kennedy

Command and General Staff College
Fort Leavenworth, KS

Darin Kruse

Aviation and Missile Command
Huntsville, AL

***Rachel Kruse**

Aviation and Missile Command
Huntsville, AL

***MAJ John Vannoy**

Command and General Staff College
Fort Leavenworth, KS

*Rachel was awarded the Graduate School of Business and Public Policy Faculty Award for Excellence in Management and the AAC Award for Scholastic Achievement. John was awarded the Outstanding Thesis Award for the School of Business and Public Policy, chosen by the acquisition faculty. Congratulations Rachel and John on your special accomplishments!

A belated congratulations to **MAJ Eric Webb** (Command and General Staff College, Fort Leavenworth, KS) for graduating from the NPS in March with a master's degree in systems acquisition management. Our apologies to Eric for omitting his name from the list in the spring issue of *The A&TWF Newsletter*.



It is with great sadness that we acknowledge the loss of **MAJ Andrew Clements** (promoted posthumously) in the bridge collapse over the Arkansas River in Oklahoma this past Memorial Day weekend. Andrew, a member of the AAC, had just graduated from the NPS with distinction with a master's degree in systems acquisition management and was en route to his new assignment at the Army Test Command in Alexandria, VA, when the tragic accident occurred. We extend our deepest sympathy to his family, friends, and colleagues.

NPS Advanced Acquisition Program Grads

Congratulations are due to the following NPS Advanced Acquisition Program students from Warren, MI. Each graduated from the program in June and earned their Level III certification in Program Management (equivalent to the Defense Acquisition University's PMT 302 course).

Edward Andres
PM Abrams

Laurie Austin
PM Light Tactical Vehicles

Lori Balla
PM Force Projection

James Carravallah
PM Heavy Tactical Vehicles

Edwin "Nick" Clough
PM Abrams

Paul Coles
PM Brigade Combat Team

Natalie Dunbar
PM Abrams

Gregory Edgin
PM Heavy Tactical Vehicles

Thomas Eick
PM Heavy Tactical Vehicles

Luty Fantaro
PM Light Tactical Vehicles

David Horton
PM Abrams

William Hurt
PM Abrams

Sylvia Lane
PEO Ground Combat &
Support Systems

Brenda McKinney
PM Force Projection

David Schwartz
PM Force Projection

James Schwartz
PM Brigade Combat Team

Cheryl Smith
PM Force Projection

Robert VanProeyen
TACOM

Nancy Voss
PM Force Projection

Sharenn Washington
TACOM

Fred Williams
PM Force Protection

Phillip Zyskowski
PEO Ground Combat &
Support Systems

NPS Staff Changes

As of July 1, **Professor Brad Naegle** assumed the NPS Academic Associate position for the Systems Acquisition Management curricula (816 and 836). Brad replaced **Professor David Lamm**. **Professor Jeff Cuskey** assumed responsibility for the Contracting curricula (815 and 835), and **Professor John Dillard** took on all responsibilities for the Advanced Acquisition Program from Brad. Contact information follows:

Jeff Cuskey: (831) 656-2966, DSN 756-2966, JCuskey@nps.navy.mil

John Dillard: (831) 656-2650, DSN 756-2650, JDillard@nps.navy.mil

Brad Naegle: (831) 656-3620, DSN 756-3620, BNaegle@nps.navy.mil

ATAP Selectees

The Acquisition Tuition Assistance Program (ATAP) is pleased to announce the names of the newest participants selected by the February 2002 ATAP Selection Board. Selection to this highly competitive program allows participants to attend the college or university of their choice to earn business hours or an associate's, bachelor's, or master's degree. We wish them great success!

Judith Anderson	Kimberly Floyd	Linda Maes	Robert Sinclair-Smith
Castene Basham	Cynthia Ford	Maria Martinez	Rosanne Spencer
Kimberly Buehler	Paula Fukuda	Janet Mathis	Bonita Stokes
Melisa Cannon	Felice Gant	Katherine McClendon	Michelle Stracener
Delphia Celano	David Green	Katherine Monks	Brian Stroud
Christina Chavez	Gilbert Harding	Christine Pallazza	Rebecca Tabor
Alana Chun	Barry Howard	Alice Parks-Culp	Brad Taylor
Betty Clause	Pamela Kostowny	Antonio Quesada	Linda Van Collie
Rosa Elmore	Janet Lankford	Rhondalee Quinto	Barbara Voss
Wanda Fair	Jani Long	Brenda Reynolds	Julia Wertley-Rottenberry
Elaine Farabee	Linda Lueders	Mari Shannon	

SmartForce Available to You

The world's largest and most experienced e-Learning company, SmartForce, is now available to the A&TWF. It is free to all Army active duty soldiers, Army Reserve, Army National Guard, and all Department of the Army civilians. Using the power of the Internet, SmartForce provides you access to an online learning community that combines a variety of top-class integrated e-Learning activities with 24-hour expertise and support. SmartForce delivers its training through a combination of Internet-enabled learning events such as seminars, streaming media, and real-time collaboration with a network of mentors and experts. Content is personalized to suit your needs, resulting in an interesting and efficient learning experience. Examples of courses include:

- Basic/advance computers;
- Microsoft Office—Excel, Word, Powerpoint, Outlook, Windows;
- Internet—Web Master, Publishing, Javascript, Netscape, Explorer, web skills;
- Information technology;
- Software management;
- Business—fundamentals, accounting, finance, law, contracting;
- Human resource management; and
- Management—leadership, operations, statistics, teamwork.

Take an e-Learning tour and check out the entire SmartForce catalog of courses at <http://www.SmartForce.com>. To take advantage of SmartForce, obtain an Army Knowledge Online account at http://www.US.Army.mil/portal_home.jhtml and complete an Army Training Requirements and Resource System application. There is no benefit toward certification or degrees, but some courses are eligible for Continuous Learning Points (e.g., courses related to your career field). For SmartForce customer assistance, contact 1-888-395-0014, Army@SmartForce.com. For assistance with registration, contact 1-800-275-2872, Help@atsc.army.mil.

Guest Editorial

U.S. Army Reserves, Europe Sergeants Participate in Distance Learning Pilot Program

**By Bruce Anderson,
Department of the Army Intern
Public Affairs Specialist
Office of the Chief of Public Affairs, U.S. Army, Europe
Heidelberg, Germany**

As the sergeants enter their classroom, they immediately notice that the 16 workstations look brand new. In fact, the whole classroom looks new. A small black device, a combination microphone and camera controller called a "student mic" is centered between every other workstation. Two large video monitors dominate the front of the classroom and a video teleconferencing camera is poised above the video monitors. These sergeants are students in the Advanced Noncommissioned Officer Course Stand-alone Common Core at the Mannheim Digital Training Facility in Germany. Roughly 100 kilometers away in Hanau, and even further away in Vilseck (both also in Germany), their classmates are entering rooms identical to the one in Mannheim. The three groups receive the same instruction simultaneously and interact with each other and their instructor despite the miles separating them. State-of-the-art distance learning has arrived at the U.S. Army, Europe.



This class is part of a pilot program to test the concept of teaching the common core portion of noncommissioned officer (NCO) training at or near students' home station instead of at the proponent school in the United States. The common core subjects the students learn encompass approximately two weeks of training time and are normally integrated into the technical part of NCO courses taught at the proponent school. Common core subjects are those that apply to every Army sergeant at the same skill level, regardless of their specialty. Examples include risk management, leadership, training, and counseling. The U.S. Army Sergeants Major Academy is responsible for developing NCO common core training. The pilot program started in January and ended in June. "Distance learning for common core could formally begin in a few locations as early as October," said Johnnie Dills, training specialist at the U. S. Army Sergeants Major Academy.

Teaching common core subjects via distance learning allows the resident courses to be shorter, the students to have more time with their family, and the Army to save money. "This really benefits my family," says student Sgt. 1st Class Althea Kancel-Outen. Instructor Sgt. 1st Class Donald W. Moyer believes training near or at the home station gives the students an advantage. "Being able to go home at night improves the students' morale and a student with good morale is more likely to learn," remarks Donald. However, training close to home can also be a challenge. Although students have a lot more control over their time because the training isn't in a formal "schoolhouse" setting and the classrooms are available for studying after school hours, no one forces the students to stay. "You have to have maturity and discipline to do the homework and studying," says Althea.

Much of the training consists of reading assigned text from compact discs, Internet sites, and old fashioned textbooks and handouts. After reading assignments, students have group discussions at each of the three sites and then participate in a large group video teleconference discussion facilitated by Donald from his workstation in Vilseck. During the large group discussions, participants can see each other on video monitors at the front of the classrooms. Individual students can make themselves seen and heard by pressing a button on the student mic at their workstation.

Sgt. 1st Class Richard Shanklin, U.S. Army Medical Department, says he came into the class concerned about the difficulty of learning in a distance learning environment. "By the end of the first day that fear was erased from my mind." Donald is a firm believer in the potential of distance learning. "As technology improves, this program will keep growing," he comments. "It's going to be good."

For more information, contact your local digital training facility manager.

Visit the AAC Exhibit at the AUSA Annual Meeting

The 2002 Association of the United States Army (AUSA) Annual Meeting is Oct. 21–23 at the Marriott Wardman Park and Omni Shoreham hotels in Washington, DC. The AUSA Annual Meeting is the world's largest landpower forum, bringing together America's Army Active, Guard and Reserve, retirees, family members, and civilians. The theme of this year's meeting is "Realizing the Army Vision." This three-day gathering includes contemporary military forums, family forums, industry and military exhibitions, social events, and award presentations. While you're at the meeting, be sure to check out the AAC exhibit entitled "We've Got You Covered."



Career Calendar

Date	Event	Location
Aug. 5–7	Annual Army Acquisition Workshop	Norfolk, VA
Sept. 17–18	Competitive Development Group Orientation	Springfield, VA
Oct. 20	Army Acquisition Corps Ball	Washington, DC
Oct. 21–23	AUSA Annual Meeting	Washington, DC

Make Your Reservations for the AAC Ball!

Get your tickets soon for the AAC Ball, scheduled for Sunday, Oct. 20 at the Holiday Inn in historic Old Town Alexandria, VA. Once again, this event will coincide with the AUSA Annual Meeting. Tickets for this gala event will be limited so visit the AAC home page at <http://dacm.rdaia.army.mil> for the latest information, or contact Mary McHale at Mary.McHale@saalt.army.mil to reserve your table.

Suggestion Box

This is your newsletter—we'd like to hear from you about the kind of information you'd like to see in it. If you have ideas for articles or if you'd like to submit articles for possible publication, please send them to **Cindy Stark**, SAAL-ZAC, (703) 604-7123, DSN 664-7123, Cindy.Stark@saalt.army.mil. We'd also like to know what you think about our newsletter and any suggestions you have for making it better.